



North Idaho College

1000 West Garden Avenue, Coeur d'Alene, Idaho 83814
www.nic.edu

Exhibit 4

Board of Trustees

(208)769-3303 phone
(208)769-3273 fax

April 8, 2020

Todd Banducci
Via Email

Re: Conduct as a Board Member

Dear Todd:

This letter is being sent to you to document the Board's concerns regarding your past interactions with board members and the college staff. These concerns most recently came to light when a complaint was brought against you by a North Idaho College ("NIC") employee. That complaint was resolved by informal resolution as permitted by NIC policy and it was determined that the complaint did not warrant an independent investigation for Title IX violations.

The Board conducted its own review of the underlying complaint and interviewed both the staff member and you about this complaint. Although it was determined that your conduct was not a Title IX violation, the staff member confirmed in our interview that she felt threatened and intimidated by your conduct. Such behavior was insensitive and not appropriate in that circumstance.

Additionally, while we were investigating the above complaint, the Board was also made aware of other past situations in which your interactions with NIC staff and representatives was unprofessional. Without going into further details, we did discuss with you a number of these past situations in which your actions were perceived to be threatening, intimidating and/or rude. Some of your fellow board members have also witnessed situations that have caused them concern about your ability to appropriately interact with NIC staff and with your fellow board members. We remain concerned that you do not appreciate how your interactions can sometimes create distress and anxiety for NIC staff.

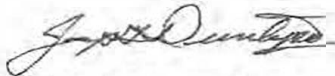
It is our belief that a board member for a public institution must be held to a higher standard of conduct than just a member of the public. Actual or perceived conduct that can be interpreted as rude or threatening or that could give the appearance of impropriety is harmful to not only this Board, but to the College as well. The Trustees of NIC are elected by the public and, as a practical matter, this Board's actions with respect to improper conduct by an individual board member are limited to investigation and private and public censure. Because Trustees must ultimately answer to the public rather than to any other supervising authority, it is the forum of public opinion which must ultimately

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determine any sanction for a trustee's conduct. Regardless, this Board remains steadfast in its position that no individual trustee should engage in behavior that is rude, disrespectful or inappropriate. When the Board becomes aware of the same it will take steps to ensure that such behavior is not condoned by the Board as a whole.

To that end, this letter serves as the Board's private censure for conduct that we believe falls below the standard expected of an NIC Trustee. While it is not our intent that this letter be public, if there are future events that cause the Board concern about your conduct, we will address those events with you first. Should the Board conclude that your conduct in the future falls below the standard of an NIC Trustee, the Board reserves the right to censure, up to and including issuing a public censure.

Sincerely,



Joe Dunlap, Board Chair



Ken Howard, Trustee



Christie Wood, Trustee



Brad Murray, Trustee